

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 05-CB-253893	Date filed 12/27/2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police and Security Officers		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 10 G Street, NE, Suite 600, Washington, DC 20002		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
See Attachment.			

3. Name of Employer American Security Programs, Inc.		4a. Tel. No. (703)898-1723	4b. Cell No. (703)898-1723
		4c. Fax No. (703)834-8947	4d. e-Mail mphinney@securamericall c.com
5. Location of Plant involved (street, city, state, and ZIP code) 1881 Campus Commons Drive, Suite 105, Reston, VA 20191		6. Employer representative to contact Mark Phinney, Vice President, Government Operations	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Services	9. Number of Workers employed 120	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No.	
(b) (6), (b) (7)(C) an Individual		Cell No. (b) (6), (b) (7)(C)	
Print/type name and title or office, if any		Fax No.	
Address: (b) (6), (b) (7)(C)		Date: 12/27/19	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

Since about (b) (6), (b) (7)(C), 2019, the above-named labor organization has attempted to cause and/or caused American Security Programs to discharge (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.

Since about (b) (6), (b) (7)(C), 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and refusing to file and process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) discharge for arbitrary or discriminatory reasons or in bad faith.

On about (b) (6), (b) (7)(C), 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and refusing to represent (b) (6), (b) (7)(C) during a disciplinary meeting for arbitrary or discriminatory reasons or in bad faith.

Since on or about (b) (6), (b) (7)(C), 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing and failing to communicate with (b) (6), (b) (7)(C) for reasons that are arbitrary or discriminatory or in bad faith.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 05-CB-253893	Date filed 07/17/2020
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police and Security Officers		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 10 G Street, NE Suite 600 Washington, DC 20002		d. Tel. No. (b) (6), (b) (7)(C)	e.e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
See Attachment.			

3. Name of Employer American Security Programs, Inc.		4a. Tel. No. (703)898-1723	4b. Cell No. (703)898-1723
		4c. Fax No. (703)834-8947	4d. e-Mail mphinney@securamericall c.com
5. Location of Plant involved (street, city, state, and ZIP code) 1881 Campus Commons Drive Suite 105 Reston, VA 20191		6. Employer representative to contact Mark Phinney, Vice President, Government Operations	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Services	9. Number of Workers employed 120	
10. Full name of party filing charge (b) (6), (b) (7)(C), an individual		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Tel. No.	
(Signature of charge)		(b) (6), (b) (7)(C) an individual	
		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	
		Date: 07/16/2020	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
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(b) (6), (b) (7)(C)

Since about (b) (6), (b) (7)(C), 2019, the above-named labor organization has attempted to cause and/or caused American Security Programs, Inc. to discharge (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.

On about (b) (6), (b) (7)(C), 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and refusing to represent (b) (6), (b) (7)(C) during a disciplinary meeting for arbitrary or discriminatory reasons or in bad faith.

Since on or about (b) (6), (b) (7)(C), 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing and failing to communicate with (b) (6), (b) (7)(C) for reasons that are arbitrary or discriminatory or in bad faith.